Preparing for Private Sector Careers

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Human Workflows and SciPhD co-founder, Dr. Randall Ribaudo, a former NCI principal investigator, has over 20 years of experience in the scientific research and biotechnology fields and has successfully made the transition from academia to industry. Dr. Ribaudo co-founded Human Workflows after more than 5 years at Celera Genomics. During his time at Celera, Dr. Ribaudo acted as liaison between Celera and the pharmaceutical, biotechnology and academic communities, served as product manager responsible for developing support products for the Proteomics Group's mass spectrometry software, led the iScience Task Force to define strategic directions for sister company Applied Biosystems, advised on product development for the Celera Discovery System and enterprise solutions for information integration, and worked as a Manager of Strategic Solutions in the Informatics business. Prior to Celera, Dr. Ribaudo worked at the biotechnology and bioinformatics company, Molecular Applications Group (MAG). Dr. Ribaudo was responsible for presenting the capabilities of MAG's products to representatives in the pharmaceutical, biotechnology and academic communities.

Dr. Ribaudo also has extensive experience in academic biological life sciences as well. After receiving a Ph.D. in immunology at the University of Connecticut, Dr. Ribaudo joined the Laboratory of Immunology, NIAID at the National Institutes of Health, where he studied the molecular basis of antigen presentation. Dr. Ribaudo then accepted a position at the NCI in the Laboratory of Immune Cell Biology as a principal investigator where he developed his own research program studying the immune response to viruses and tumors, leading a team of postdoctoral fellows, technicians, and university and high school students. His work at the NCI led to the development of a novel technology to develop vaccines against tumors and viruses. Dr. Ribaudo holds patents for this technology which are now being further developed by private companies.

His experiences have provided Dr. Ribaudo with tremendous insight into the rapidly exploding technological capabilities in areas of discovery research, information and data management, as well as a detailed understanding of the skills and competencies required for scientists to be successful in industry careers.

Larry Petcovic, M.S.

Co-founder, SciPhD

SciPhD co-founder Larry Petcovic has 20+ years of experience in the social sciences and has trained thousands of scientists in the art of effective communication. The SciPhD program is the result of Larry's many years of experience in developing and teaching social communications skills combined with the scientific and human industry knowledge of the co-founders of Human Workflows. Larry has worked as a health physicist, trainer, video/film producer and has held executive positions in human resources, customer service, training and development in a variety of industries. Larry holds a M.S. in both radiation sciences and behavioral sciences and continues research in the social neurosciences.

Workshop Description

Adapting to industry jobs can be a significant challenge for scientists coming from academia. Industry values and requires skills that go beyond the traditional scientific/technical competencies. The ability to work in cross-matrixed environments, demonstrate solid tactical and strategic thinking, and the ability to delegate, communicate and understand basic concepts of project management are common prerequisites for jobs in industry. Although these skills are not typically emphasized during academic training, many research activities do, in fact, map to these competencies. Having an awareness of your

skills and an ability to express those skills in business terms provides a significant competitive advantage in landing an industry job and being successful in that job.

This training workshop introduces 24 business competencies valued in industry, relates them to postdoctoral research experiences, and demonstrates how to identify those competencies and relate them to job ads and descriptions. We will also discuss industry's perception of academic scientists with regard to their assumed strengths and weaknesses and how to leverage that knowledge along with an understanding of your own real capabilities to advance your career. Access to the SciPhD online self-assessment is also included. This instrument profiles your own competencies in these 24 areas and maps your strengths to different job types in different types of companies. This information can be used in developing resumes, cover letters, preparing for interviews, and for short- and long-term career planning.

In the second workshop, we will look at how to demystify job ads to identify the explicit and implicit information they contain, and how to use that information in conjunction with the results of your self-assessment and additional intelligence through smart networking to make you competitive for jobs you desire through developing targeted resumes and talking points for interviews. Additionally, understanding the social context of these competencies, and how they relate to each other provides foundations not just for obtaining industry jobs, but for excelling and succeeding in an industry career.

Key topics that will be discussed include:

- 24 business competencies companies are looking for in new hires
- Translating your research experiences into the 24 competencies
- Solving the industry prejudice against academics' "lack of experience"
- Matching your skills to the job ad in your targeted resume
- · Five questions to ask during your interview
- The three questions you have to be prepared to answer
- Understanding and marketing your three identities that separate you from the competition
- Five key action items for building your network
- Free access to the SciPhD online training course and self-assessment

Testimonials about the course: http://www.sciphd.com/SciPhD.com/Testimonials.html